



### SCHOOL DISTRICTS ADDED TO TEACHER LEADERSHIP AND COMPENSATION SYSTEM

**School Districts Added.** The Department of Education announced that 38 school districts have been added to the Teacher Leadership and Compensation (TLC) System. For the 2016-2017 school year, 332 of the 333 school districts have been accepted to participate in the TLC. The remaining school district, Riceville Community School District, is expected to refine and resubmit its plan for approval.

**Background.** During the 2013 Legislative Session, [HF 215](#) (Education Reform Appropriations Act) created the Teacher Leadership and Compensation System that began in FY 2015.

The goals of the Teacher Leadership and Compensation System include:

- Attract able and promising new teachers by offering competitive starting salaries and offering short-term and long-term professional development and leadership opportunities.
- Retain effective teachers by providing enhanced career opportunities.
- Promote collaboration by developing and supporting opportunities for teachers in schools and school districts statewide to learn from each other.
- Reward professional growth and effective teaching by providing pathways for career opportunities that come with increased leadership responsibilities and involve increased compensation.
- Improve student achievement by strengthening instruction.

To participate in the Teacher Leadership and Compensation System, local school districts must design a plan and apply to the Iowa Department of Education. Districts have three models to choose from:

- Teacher Career Paths, Leadership Roles, and Compensation Framework – requires model, mentor, and lead teacher role positions.
- Instructional Coach Model – requires model teacher, instructional coach, and curriculum and professional development leader positions.
- Comparable Plan Model – a customized version of the first two models or locally designed approach.

Regardless of the model a district chooses, a district's plan requires the following:

- A minimum annual salary of \$33,500 for all full-time teachers.
- Increased support for teachers, such as additional coaching, mentoring, and opportunities for observing exceptional instructional practice.
- Differentiated, multiple teacher leadership roles, such as instructional coaches, peer coaches, curriculum and professional development leaders, model teachers, mentor teachers, and lead teachers.

**Funding.** The TLC received appropriations of \$50.0 million in FY 2015 and \$100.0 million in FY 2016, including \$50.0 million through the school aid formula. In FY 2017, the TLC is authorized for \$150.0 million in appropriations, including \$100.0 million through the school aid formula. Beginning in FY 2018, TLC is authorized for \$150.0 million in appropriations, all through the school aid formula.

**More Information.** For more information about TLC, visit the Iowa Department of Education's [website](#).

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